

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

**1st Level
Subagency
Report**



**Environmental Protection Agency
OFFICE OF INSPECTOR GENERAL**

Environmental Protection Agency
OFFICE OF INSPECTOR GENERAL
1st Level Subagency Report

This 2022 OPM Federal Employee Viewpoint Survey Report provides summary results for the core OPM FEVS, telework, and demographic items for your subagency, including comparisons to your department or agency.

Response Summary

Organizations	Surveys Completed	Response Rate
_ Governmentwide	557,778	35.3%
_ Environmental Protection Agency	7,757	55.2%
_ OFFICE OF INSPECTOR GENERAL	215	83.7%

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your sub-agency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* or *Always* and *Most of the time* or *Very Good* and *Good* or *Very Satisfied* and *Satisfied*

Neutral: *Neither Agree nor Disagree* or *Sometimes* or *Fair* or *Neither Satisfied nor Dissatisfied*

Negative: *Disagree* and *Strongly Disagree* or *Rarely* and *Never* or *Poor* and *Very Poor* or *Dissatisfied* and *Very Dissatisfied*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge*, *There have been no recent hires in my work unit*, *I do not have any accessibility needs*, where applicable, is listed separately.

Two items on the OPM FEVS (Q12 and Q34) are negatively worded, so percent positive scores include *Strongly Disagree* or *Disagree* responses and percent negative scores include *Strongly Agree* or *Agree* responses.

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (items 1-89, excluding items 12, 15, and 34). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

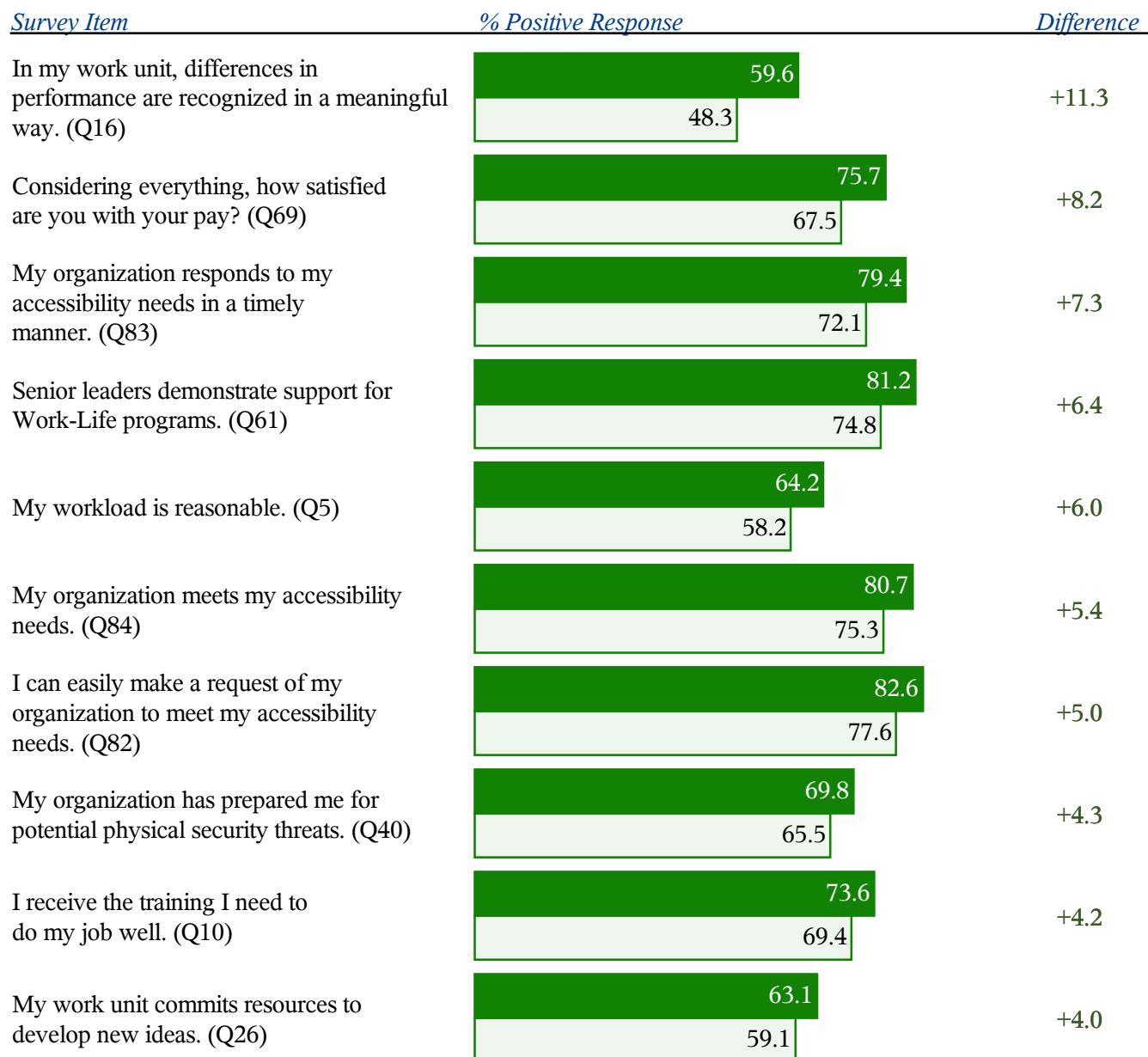
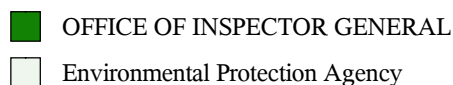
95.7%	It is important to me that my work contribute to the common good. (Q89)
92.8%	Employees in my work unit meet the needs of our customers. (Q19)
92.4%	My supervisor holds me accountable for achieving results. (Q51)
91.5%	Employees in my work unit contribute positively to my agency's performance. (Q20)
89.8%	My supervisor treats me with respect. (Q49)
89.7%	I am held accountable for the quality of work I produce. (Q11)
88.9%	Employees in my work unit treat me as a valued member of the team. (Q76)
88.6%	My supervisor supports my need to balance work and other life issues. (Q47)
88.5%	Employees in my work unit produce high-quality work. (Q21)
86.8%	The people I work with cooperate to get the job done. (Q14)

Highest Percent Negative

33.8%	Management involves employees in decisions that affect their work. (Q64)
33.2%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q66)
29.7%	How satisfied are you with your involvement in decisions that affect your work? (Q65)
29.3%	I believe the results of this survey will be used to make my agency a better place to work. (Q44)
26.8%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q55)
23.9%	Management makes effective changes to address challenges facing our organization. (Q63)
23.6%	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. (Q42)
23.4%	I have a high level of respect for my organization's senior leaders. (Q60)
22.7%	My workload is reasonable. (Q5)
21.2%	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit. (Q73)

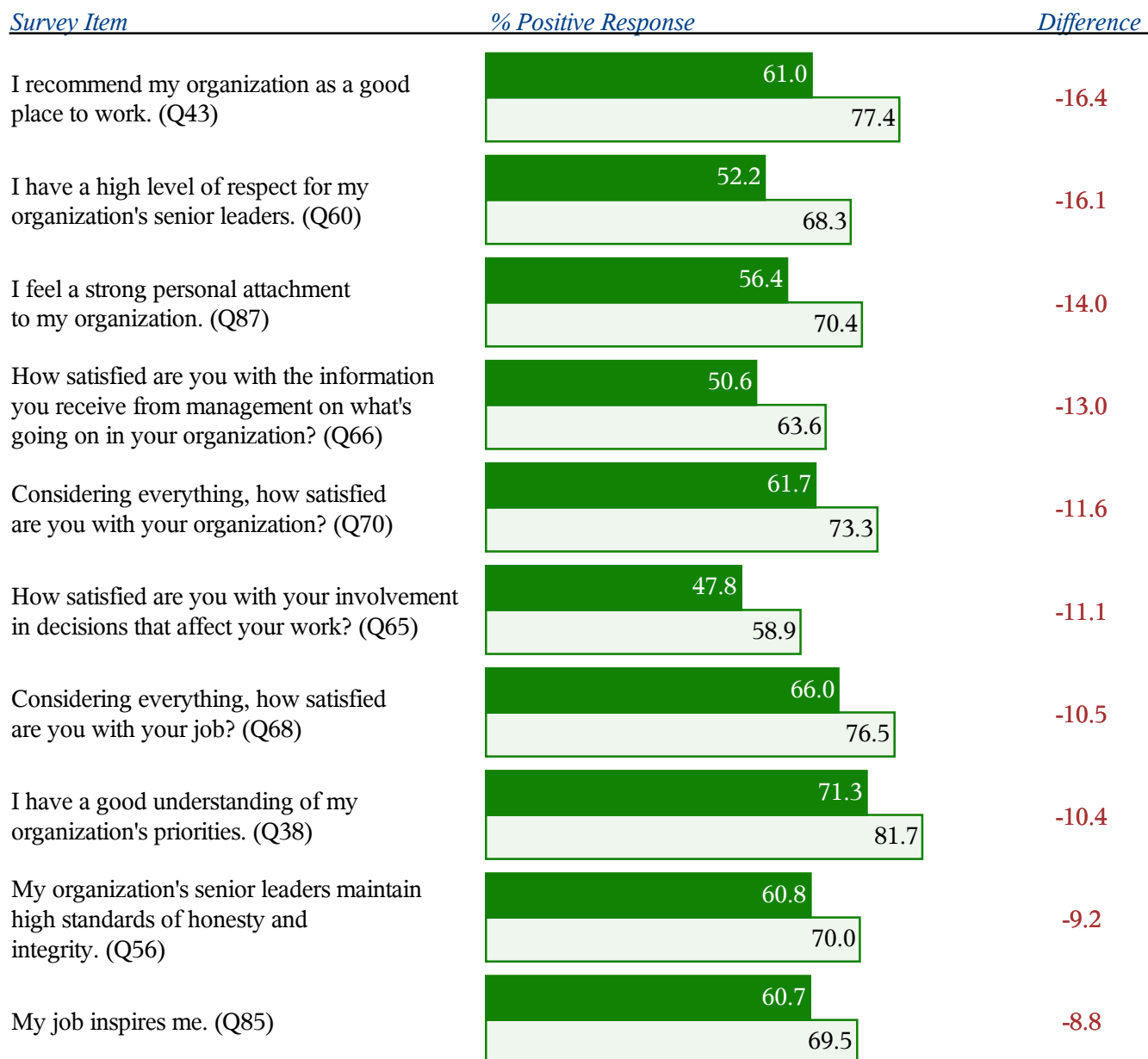
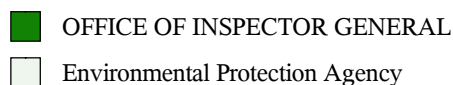
Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Environmental Protection Agency) average (items 1-89, excluding items 12, 15, and 34). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item



Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Environmental Protection Agency) average (items 1-89, excluding items 12, 15, and 34). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. Percentages that are less than 8 are not displayed in the bar. A missing bar indicates 0% Positive Response for the item



My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	554,191	68.0%	15.3%	16.6%
_ Environmental Protection Agency	7,720	76.9%	12.5%	10.6%
_ OFFICE OF INSPECTOR GENERAL	213	76.7%	11.7%	11.6%

2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	548,783	63.8%	16.2%	20.0%
_ Environmental Protection Agency	7,675	74.8%	12.4%	12.8%
_ OFFICE OF INSPECTOR GENERAL	211	69.3%	13.4%	17.3%

3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	548,810	71.3%	14.6%	14.1%
_ Environmental Protection Agency	7,657	80.2%	11.6%	8.1%
_ OFFICE OF INSPECTOR GENERAL	212	75.4%	14.1%	10.5%

4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	548,738	81.3%	10.1%	8.5%
_ Environmental Protection Agency	7,667	84.2%	9.2%	6.5%
_ OFFICE OF INSPECTOR GENERAL	210	77.5%	12.7%	9.8%

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	553,302	61.4%	14.7%	23.8%
_ Environmental Protection Agency	7,700	58.2%	15.5%	26.3%
_ OFFICE OF INSPECTOR GENERAL	213	64.2%	13.1%	22.7%

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	546,839	62.7%	16.7%	20.5%
_ Environmental Protection Agency	7,626	68.6%	15.5%	15.8%
_ OFFICE OF INSPECTOR GENERAL	212	64.6%	15.5%	20.0%

My Work Experience (continued)

7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	552,613	84.2%	9.3%	6.4%
_ Environmental Protection Agency	7,693	89.9%	6.5%	3.6%
_ OFFICE OF INSPECTOR GENERAL	212	86.7%	9.4%	3.9%

8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,120	70.0%	14.3%	15.7%	23,426
_ Environmental Protection Agency	7,277	75.3%	14.0%	10.7%	464
_ OFFICE OF INSPECTOR GENERAL	208	74.3%	14.0%	11.7%	7

9. I have enough information to do my job well.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,708	74.4%	14.0%	11.6%
_ Environmental Protection Agency	7,746	78.6%	12.5%	8.9%
_ OFFICE OF INSPECTOR GENERAL	215	72.8%	14.5%	12.7%

10. I receive the training I need to do my job well.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,658	64.7%	18.9%	16.4%
_ Environmental Protection Agency	7,737	69.4%	18.6%	12.0%
_ OFFICE OF INSPECTOR GENERAL	215	73.6%	15.2%	11.3%

11. I am held accountable for the quality of work I produce.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,225	87.3%	8.3%	4.4%
_ Environmental Protection Agency	7,728	90.7%	7.1%	2.2%
_ OFFICE OF INSPECTOR GENERAL	215	89.7%	7.9%	2.4%

12. Continually changing work priorities make it hard for me to produce high quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	544,589	32.7%	25.8%	41.4%	12,053
_ Environmental Protection Agency	7,583	35.2%	26.8%	38.0%	157
_ OFFICE OF INSPECTOR GENERAL	213	24.1%	22.0%	53.9%	2

Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.

My Work Experience (continued)

13. I have a clear idea of how well I am doing my job.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,628	74.4%	15.0%	10.6%
_ Environmental Protection Agency	7,736	79.6%	13.2%	7.2%
_ OFFICE OF INSPECTOR GENERAL	215	75.8%	14.8%	9.4%

My Work Unit

14. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,436	80.3%	10.3%	9.4%
_ Environmental Protection Agency	7,735	88.0%	7.4%	4.7%
_ OFFICE OF INSPECTOR GENERAL	213	86.8%	8.0%	5.3%

15. In my work unit poor performers usually (select all that apply):

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know
_ Governmentwide	556,385	16.1%	42.2%	10.1%	6.3%	19.5%	20.8%
_ Environmental Protection Agency	7,735	14.2%	32.5%	6.8%	3.5%	28.7%	24.0%
_ OFFICE OF INSPECTOR GENERAL	214	11.9%	29.8%	10.2%	4.0%	27.8%	26.8%

Note: Percents will add to more than 100% because respondents could choose more than one response option.

16. In my work unit, differences in performance are recognized in a meaningful way.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	491,186	41.8%	27.2%	31.0%	65,222
_ Environmental Protection Agency	6,446	48.3%	27.4%	24.3%	1,291
_ OFFICE OF INSPECTOR GENERAL	176	59.6%	21.2%	19.3%	37

17. Employees in my work unit share job knowledge.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	553,111	79.9%	10.7%	9.4%	3,620
_ Environmental Protection Agency	7,700	86.1%	8.1%	5.8%	43
_ OFFICE OF INSPECTOR GENERAL	212	86.1%	8.2%	5.7%	2

My Work Unit (continued)

18. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	550,104	78.7%	12.5%	8.9%	6,813
_ Environmental Protection Agency	7,660	84.3%	9.0%	6.7%	85
_ OFFICE OF INSPECTOR GENERAL	210	80.5%	10.8%	8.6%	4

19. Employees in my work unit meet the needs of our customers.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	523,895	87.3%	10.6%	2.2%	27,814
_ Environmental Protection Agency	7,325	90.7%	8.5%	0.8%	362
_ OFFICE OF INSPECTOR GENERAL	203	92.8%	6.0%	1.1%	10

20. Employees in my work unit contribute positively to my agency's performance.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	525,899	84.8%	11.9%	3.3%	18,257
_ Environmental Protection Agency	7,418	92.6%	6.4%	1.0%	210
_ OFFICE OF INSPECTOR GENERAL	205	91.5%	7.4%	1.1%	6

21. Employees in my work unit produce high-quality work.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	530,983	82.4%	14.1%	3.4%	19,513
_ Environmental Protection Agency	7,471	91.0%	8.0%	1.1%	213
_ OFFICE OF INSPECTOR GENERAL	204	88.5%	9.9%	1.6%	8

22. Employees in my work unit adapt to changing priorities.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	530,563	79.6%	15.4%	5.0%	19,649
_ Environmental Protection Agency	7,418	86.6%	11.3%	2.1%	254
_ OFFICE OF INSPECTOR GENERAL	203	86.5%	11.4%	2.1%	7

23. New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.

Organizations	N	Positive	Neutral	Negative	No Recent Hires (N)
_ Governmentwide	470,034	57.7%	25.1%	17.3%	86,540
_ Environmental Protection Agency	6,538	71.8%	20.0%	8.2%	1,202
_ OFFICE OF INSPECTOR GENERAL	181	73.7%	19.5%	6.8%	33

My Work Unit (continued)

24. I can influence decisions in my work unit.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,440	63.1%	20.5%	16.4%
_ Environmental Protection Agency	7,738	73.1%	16.1%	10.7%
_ OFFICE OF INSPECTOR GENERAL	215	73.8%	14.4%	11.8%

25. I know what my work unit's goals are.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	556,152	82.3%	10.7%	7.0%
_ Environmental Protection Agency	7,727	85.8%	8.9%	5.3%
_ OFFICE OF INSPECTOR GENERAL	215	80.9%	9.8%	9.3%

26. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	525,068	50.9%	24.4%	24.7%	31,159
_ Environmental Protection Agency	7,425	59.1%	21.5%	19.4%	305
_ OFFICE OF INSPECTOR GENERAL	204	63.1%	20.4%	16.6%	10

27. My work unit successfully manages disruptions to our work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	535,320	65.8%	19.4%	14.7%	21,166
_ Environmental Protection Agency	7,456	75.1%	16.1%	8.9%	286
_ OFFICE OF INSPECTOR GENERAL	208	71.8%	19.0%	9.2%	7

28. Employees in my work unit consistently look for new ways to improve how they do their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	528,700	63.9%	21.7%	14.5%	22,745
_ Environmental Protection Agency	7,374	73.8%	18.2%	8.0%	303
_ OFFICE OF INSPECTOR GENERAL	201	72.3%	19.7%	8.0%	13

29. Employees in my work unit incorporate new ideas into their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	522,485	64.6%	21.4%	14.0%	22,560
_ Environmental Protection Agency	7,351	76.9%	16.0%	7.1%	268
_ OFFICE OF INSPECTOR GENERAL	203	74.2%	16.9%	8.9%	10

My Work Unit (continued)

30. Employees in my work unit approach change as an opportunity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	520,226	54.2%	27.1%	18.6%	24,140
_ Environmental Protection Agency	7,278	63.7%	25.5%	10.8%	337
_ OFFICE OF INSPECTOR GENERAL	201	67.2%	22.5%	10.3%	13

31. Employees in my work unit consider customer needs a top priority.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	524,000	75.7%	15.7%	8.5%	20,970
_ Environmental Protection Agency	7,309	80.5%	15.1%	4.4%	295
_ OFFICE OF INSPECTOR GENERAL	203	80.3%	13.7%	6.1%	9

32. Employees in my work unit consistently look for ways to improve customer service.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	520,585	63.4%	24.4%	12.2%	27,607
_ Environmental Protection Agency	7,204	69.9%	23.2%	6.9%	429
_ OFFICE OF INSPECTOR GENERAL	196	72.0%	22.1%	5.9%	15

33. Employees in my work unit support my need to balance my work and personal responsibilities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,626	69.7%	16.9%	13.5%	11,042
_ Environmental Protection Agency	7,492	82.4%	11.7%	6.0%	124
_ OFFICE OF INSPECTOR GENERAL	207	83.5%	9.6%	6.9%	5

34. Employees in my work unit are typically under too much pressure to meet work goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	525,943	41.5%	28.9%	29.6%	22,464
_ Environmental Protection Agency	7,308	42.6%	29.1%	28.4%	355
_ OFFICE OF INSPECTOR GENERAL	208	36.2%	30.5%	33.4%	7

Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.

My Organization

35. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,114	58.6%	18.1%	23.2%	15,185
_ Environmental Protection Agency	7,470	73.2%	14.9%	11.9%	185
_ OFFICE OF INSPECTOR GENERAL	207	73.6%	14.8%	11.6%	7

My Organization (continued)

36. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	533,998	74.8%	12.2%	13.0%	14,407
_ Environmental Protection Agency	7,375	80.4%	11.2%	8.4%	281
_ OFFICE OF INSPECTOR GENERAL	199	82.0%	13.0%	5.1%	16

37. My organization is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	536,041	78.0%	13.8%	8.2%	11,961
_ Environmental Protection Agency	7,500	83.3%	10.9%	5.8%	152
_ OFFICE OF INSPECTOR GENERAL	210	82.7%	10.4%	6.9%	5

38. I have a good understanding of my organization's priorities.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	547,830	77.2%	12.9%	9.8%
_ Environmental Protection Agency	7,642	81.7%	10.8%	7.5%
_ OFFICE OF INSPECTOR GENERAL	215	71.3%	15.4%	13.3%

39. My organization effectively adapts to changing government priorities.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	530,176	66.7%	20.2%	13.1%	18,188
_ Environmental Protection Agency	7,431	73.8%	17.3%	8.9%	221
_ OFFICE OF INSPECTOR GENERAL	205	73.1%	15.7%	11.2%	9

40. My organization has prepared me for potential physical security threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	535,681	73.1%	14.9%	12.0%	9,875
_ Environmental Protection Agency	7,339	65.5%	20.1%	14.4%	281
_ OFFICE OF INSPECTOR GENERAL	204	69.8%	13.1%	17.1%	10

41. My organization has prepared me for potential cybersecurity threats.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	540,124	83.4%	10.9%	5.8%	5,624
_ Environmental Protection Agency	7,553	89.2%	7.8%	3.0%	68
_ OFFICE OF INSPECTOR GENERAL	212	83.0%	12.6%	4.5%	2

My Organization (continued)

42. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	507,882	52.0%	21.2%	26.8%	37,667
_ Environmental Protection Agency	6,893	59.3%	21.2%	19.5%	728
_ OFFICE OF INSPECTOR GENERAL	188	58.4%	18.0%	23.6%	26

43. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	545,445	64.5%	20.1%	15.4%
_ Environmental Protection Agency	7,621	77.4%	15.0%	7.7%
_ OFFICE OF INSPECTOR GENERAL	214	61.0%	20.8%	18.2%

44. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	506,994	42.9%	25.7%	31.4%	38,989
_ Environmental Protection Agency	7,070	51.8%	26.3%	21.9%	555
_ OFFICE OF INSPECTOR GENERAL	201	49.5%	21.2%	29.3%	13

My Supervisor

45. My supervisor is committed to a workforce representative of all segments of society.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	511,232	78.2%	14.2%	7.6%	33,009
_ Environmental Protection Agency	7,158	86.1%	10.1%	3.8%	439
_ OFFICE OF INSPECTOR GENERAL	193	86.3%	7.3%	6.4%	20

46. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	537,139	77.0%	12.1%	10.8%	7,689
_ Environmental Protection Agency	7,519	84.8%	9.2%	6.0%	87
_ OFFICE OF INSPECTOR GENERAL	213	86.1%	8.8%	5.2%	1

47. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	541,245	83.3%	9.2%	7.5%
_ Environmental Protection Agency	7,562	90.9%	5.6%	3.4%
_ OFFICE OF INSPECTOR GENERAL	214	88.6%	6.0%	5.4%

My Supervisor (continued)

48. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	537,954	81.9%	9.3%	8.8%
_ Environmental Protection Agency	7,527	88.0%	6.7%	5.3%
_ OFFICE OF INSPECTOR GENERAL	213	85.1%	10.0%	4.9%

49. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	540,128	86.0%	7.8%	6.3%
_ Environmental Protection Agency	7,555	90.4%	5.6%	3.9%
_ OFFICE OF INSPECTOR GENERAL	211	89.8%	6.0%	4.2%

50. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	537,613	76.2%	12.2%	11.6%
_ Environmental Protection Agency	7,518	82.3%	10.2%	7.5%
_ OFFICE OF INSPECTOR GENERAL	212	77.0%	13.8%	9.2%

51. My supervisor holds me accountable for achieving results.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	540,106	86.9%	9.6%	3.5%
_ Environmental Protection Agency	7,550	91.9%	6.4%	1.7%
_ OFFICE OF INSPECTOR GENERAL	212	92.4%	6.2%	1.3%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	542,593	77.6%	13.5%	8.9%
_ Environmental Protection Agency	7,578	84.9%	10.3%	4.8%
_ OFFICE OF INSPECTOR GENERAL	214	78.5%	16.5%	5.0%

53. My supervisor provides me with constructive suggestions to improve my job performance.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	542,912	70.3%	17.1%	12.7%
_ Environmental Protection Agency	7,587	76.0%	14.7%	9.3%
_ OFFICE OF INSPECTOR GENERAL	214	76.4%	12.1%	11.5%

My Supervisor (continued)

54. *My supervisor provides me with performance feedback throughout the year.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	537,966	74.6%	13.5%	11.8%	5,174
_ Environmental Protection Agency	7,527	79.5%	12.3%	8.3%	67
_ OFFICE OF INSPECTOR GENERAL	212	79.2%	11.3%	9.5%	1

Leadership

55. *In my organization, senior leaders generate high levels of motivation and commitment in the workforce.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	526,253	47.7%	23.0%	29.3%	13,759
_ Environmental Protection Agency	7,397	57.0%	23.1%	20.0%	157
_ OFFICE OF INSPECTOR GENERAL	212	48.6%	24.6%	26.8%	1

56. *My organization's senior leaders maintain high standards of honesty and integrity.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	500,578	59.9%	21.3%	18.8%	35,739
_ Environmental Protection Agency	7,039	70.0%	18.7%	11.4%	477
_ OFFICE OF INSPECTOR GENERAL	199	60.8%	21.9%	17.4%	13

57. *Managers communicate the goals of the organization.*

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	529,488	64.3%	18.2%	17.6%	7,759
_ Environmental Protection Agency	7,430	72.3%	16.0%	11.7%	76
_ OFFICE OF INSPECTOR GENERAL	209	65.9%	13.8%	20.2%	2

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	519,846	57.6%	20.3%	22.1%	16,143
_ Environmental Protection Agency	7,295	63.9%	19.4%	16.7%	189
_ OFFICE OF INSPECTOR GENERAL	206	62.9%	17.7%	19.4%	5

59. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?*

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	511,628	63.5%	20.2%	16.4%	29,177
_ Environmental Protection Agency	7,277	73.7%	16.5%	9.8%	279
_ OFFICE OF INSPECTOR GENERAL	207	69.0%	16.8%	14.2%	6

Leadership (continued)

60. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	531,454	60.8%	20.6%	18.6%	7,008
_ Environmental Protection Agency	7,466	68.3%	19.2%	12.5%	66
_ OFFICE OF INSPECTOR GENERAL	212	52.2%	24.4%	23.4%	1

61. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	502,973	59.7%	21.7%	18.6%	32,625
_ Environmental Protection Agency	7,118	74.8%	16.0%	9.2%	370
_ OFFICE OF INSPECTOR GENERAL	205	81.2%	11.6%	7.1%	8

62. Management encourages innovation.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	517,493	55.9%	23.9%	20.2%	18,812
_ Environmental Protection Agency	7,254	64.1%	22.9%	13.1%	230
_ OFFICE OF INSPECTOR GENERAL	207	60.9%	21.5%	17.6%	5

63. Management makes effective changes to address challenges facing our organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	516,113	51.7%	24.0%	24.2%	20,139
_ Environmental Protection Agency	7,217	57.6%	24.4%	18.0%	290
_ OFFICE OF INSPECTOR GENERAL	201	54.6%	21.5%	23.9%	10

64. Management involves employees in decisions that affect their work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	516,890	43.3%	23.5%	33.2%	19,739
_ Environmental Protection Agency	7,238	51.8%	24.2%	24.0%	283
_ OFFICE OF INSPECTOR GENERAL	207	45.2%	21.0%	33.8%	5

My Satisfaction

65. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	534,329	50.0%	25.1%	25.0%
_ Environmental Protection Agency	7,494	58.9%	22.7%	18.4%
_ OFFICE OF INSPECTOR GENERAL	213	47.8%	22.5%	29.7%

My Satisfaction (continued)

66. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	532,752	52.9%	22.7%	24.5%
_ Environmental Protection Agency	7,462	63.6%	19.6%	16.7%
_ OFFICE OF INSPECTOR GENERAL	213	50.6%	16.2%	33.2%

67. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	533,049	54.4%	22.4%	23.2%
_ Environmental Protection Agency	7,486	66.3%	19.4%	14.3%
_ OFFICE OF INSPECTOR GENERAL	213	65.6%	21.2%	13.2%

68. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,817	66.2%	16.8%	17.0%
_ Environmental Protection Agency	7,459	76.5%	13.6%	10.0%
_ OFFICE OF INSPECTOR GENERAL	211	66.0%	22.2%	11.8%

69. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	533,799	55.9%	17.1%	27.0%
_ Environmental Protection Agency	7,493	67.5%	14.8%	17.8%
_ OFFICE OF INSPECTOR GENERAL	212	75.7%	12.3%	12.0%

70. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	534,146	60.2%	19.9%	19.9%
_ Environmental Protection Agency	7,488	73.3%	15.4%	11.3%
_ OFFICE OF INSPECTOR GENERAL	213	61.7%	19.2%	19.1%

Diversity, Equity, Inclusion, and Accessibility

71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	491,409	67.8%	19.5%	12.7%	44,282
_ Environmental Protection Agency	6,979	75.4%	14.4%	10.1%	517
_ OFFICE OF INSPECTOR GENERAL	190	76.3%	9.2%	14.5%	23

Diversity, Equity, Inclusion, and Accessibility (continued)

72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	492,680	72.6%	18.4%	9.0%	43,274
_ Environmental Protection Agency	6,945	80.9%	13.4%	5.7%	551
_ OFFICE OF INSPECTOR GENERAL	196	80.5%	10.6%	8.9%	17

73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	517,875	65.0%	15.9%	19.1%	16,670
_ Environmental Protection Agency	7,216	70.7%	13.6%	15.7%	267
_ OFFICE OF INSPECTOR GENERAL	202	67.2%	11.5%	21.2%	11

74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	507,104	69.6%	15.9%	14.4%	26,510
_ Environmental Protection Agency	6,968	75.4%	14.1%	10.5%	495
_ OFFICE OF INSPECTOR GENERAL	194	75.0%	14.0%	11.0%	17

75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).

Organizations	N	Positive	Neutral	Negative	DNK (N)
_ Governmentwide	502,077	60.9%	18.1%	21.0%	32,257
_ Environmental Protection Agency	6,851	72.9%	14.7%	12.4%	632
_ OFFICE OF INSPECTOR GENERAL	193	74.1%	16.5%	9.4%	20

76. Employees in my work unit treat me as a valued member of the team.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	527,735	81.4%	11.1%	7.5%	6,014
_ Environmental Protection Agency	7,436	88.5%	7.7%	3.8%	47
_ OFFICE OF INSPECTOR GENERAL	211	88.9%	4.4%	6.7%	2

77. Employees in my work unit make me feel I belong.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	526,803	77.9%	13.6%	8.5%	6,595
_ Environmental Protection Agency	7,421	85.0%	10.0%	5.0%	55
_ OFFICE OF INSPECTOR GENERAL	211	85.7%	6.3%	8.0%	2

Diversity, Equity, Inclusion, and Accessibility (continued)

78. Employees in my work unit care about me as a person.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	518,891	75.6%	16.1%	8.3%	14,356
_ Environmental Protection Agency	7,328	83.5%	12.4%	4.1%	148
_ OFFICE OF INSPECTOR GENERAL	206	81.9%	11.2%	6.8%	7

79. I am comfortable expressing opinions that are different from other employees in my work unit.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	523,674	73.8%	12.6%	13.6%	6,799
_ Environmental Protection Agency	7,360	79.7%	10.8%	9.5%	80
_ OFFICE OF INSPECTOR GENERAL	208	81.8%	11.4%	6.9%	5

80. In my work unit, people's differences are respected.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	517,791	73.7%	15.7%	10.7%	12,414
_ Environmental Protection Agency	7,291	81.8%	11.9%	6.3%	145
_ OFFICE OF INSPECTOR GENERAL	208	83.7%	9.9%	6.4%	5

81. I can be successful in my organization being myself.

Organizations	N	Positive	Neutral	Negative	NBJ (N)
_ Governmentwide	524,357	72.9%	14.8%	12.3%	5,854
_ Environmental Protection Agency	7,381	78.9%	12.2%	8.9%	56
_ OFFICE OF INSPECTOR GENERAL	208	73.9%	16.0%	10.0%	5

82. I can easily make a request of my organization to meet my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
_ Governmentwide	328,338	69.6%	19.3%	11.1%	119,219	82,121
_ Environmental Protection Agency	3,914	77.6%	14.7%	7.7%	2,068	1,466
_ OFFICE OF INSPECTOR GENERAL	114	82.6%	16.6%	0.9%	55	43

83. My organization responds to my accessibility needs in a timely manner.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
_ Governmentwide	307,344	64.0%	24.2%	11.8%	120,489	101,427
_ Environmental Protection Agency	3,509	72.1%	19.8%	8.0%	2,092	1,838
_ OFFICE OF INSPECTOR GENERAL	101	79.4%	18.6%	2.0%	55	56

Diversity, Equity, Inclusion, and Accessibility (continued)

84. My organization meets my accessibility needs.

Organizations	N	Positive	Neutral	Negative	No Accessibility Needs (N)	NBJ (N)
_ Governmentwide	311,682	67.1%	23.1%	9.9%	123,093	94,153
_ Environmental Protection Agency	3,641	75.3%	18.5%	6.3%	2,134	1,661
_ OFFICE OF INSPECTOR GENERAL	103	80.7%	18.1%	1.2%	56	53

Employee Experience

85. My job inspires me.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,023	59.2%	22.0%	18.8%
_ Environmental Protection Agency	7,441	69.5%	18.8%	11.7%
_ OFFICE OF INSPECTOR GENERAL	213	60.7%	25.1%	14.2%

86. The work I do gives me a sense of accomplishment.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	528,951	73.0%	14.2%	12.8%
_ Environmental Protection Agency	7,412	80.0%	12.1%	7.9%
_ OFFICE OF INSPECTOR GENERAL	213	73.2%	17.1%	9.7%

87. I feel a strong personal attachment to my organization.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,252	58.7%	22.6%	18.7%
_ Environmental Protection Agency	7,436	70.4%	19.0%	10.6%
_ OFFICE OF INSPECTOR GENERAL	212	56.4%	24.2%	19.3%

88. I identify with the mission of my organization.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	529,722	77.0%	15.7%	7.4%
_ Environmental Protection Agency	7,430	89.9%	7.2%	2.9%
_ OFFICE OF INSPECTOR GENERAL	213	84.4%	12.2%	3.4%

89. It is important to me that my work contribute to the common good.

Organizations	N	Positive	Neutral	Negative
_ Governmentwide	531,401	91.3%	6.6%	2.1%
_ Environmental Protection Agency	7,446	96.3%	3.1%	0.6%
_ OFFICE OF INSPECTOR GENERAL	213	95.7%	3.2%	1.1%

Telework

91. Please select the response that *BEST* describes your current remote work or teleworking schedule.

Organizations	N	Telework				
		Remote Work Agreement	3 or More Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
_ Governmentwide	529,973	14.2%	24.9%	16.9%	2.9%	9.7%
_ Environmental Protection Agency	7,420	13.2%	57.3%	24.1%	1.4%	2.4%
_ OFFICE OF INSPECTOR GENERAL	212	14.1%	71.9%	9.7%	4.4%	0.0%

91. Please select the response that *BEST* describes your current remote work or teleworking schedule. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
_ Governmentwide	529,973	20.1%	1.2%	6.0%	4.0%
_ Environmental Protection Agency	7,420	0.4%	0.2%	0.3%	0.8%
_ OFFICE OF INSPECTOR GENERAL	212	0.0%	0.0%	0.0%	0.0%

Employment Demographics

Where do you work?

Response	%
Headquarters	45.2%
Field	39.9%
Full-time telework (e.g., home office, telecenter)	14.9%

What is your supervisory status?

Response	%
Senior Leader	3.9%
Manager	7.7%
Supervisor	18.4%
Team Leader	7.7%
Non-Supervisor	62.3%

What is your pay category/grade?

Response	%
Federal Wage System	0.0%
GS 1-6	0.5%
GS 7-12	15.0%
GS 13-15	82.0%
Senior Executive Service	2.4%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%

What is your US military service status?

Response	%
No Prior Military Service	75.7%
Currently in National Guard or Reserves	1.9%
Retired	6.8%
Separated or Discharged	15.5%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.0%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	99.0%

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Response	%
Yes	0.0%
No	100.0%

Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

How long have you been with the Federal Government (excluding military service)?

Response	%
Less than 1 year	3.4%
1 to 3 years	10.1%
4 to 5 years	7.2%
6 to 10 years	8.7%
11 to 14 years	20.3%
15 to 20 years	16.4%
More than 20 years	33.8%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

Response	%
Less than 1 year	8.2%
1 to 3 years	25.6%
4 to 5 years	8.7%
6 to 10 years	5.8%
11 to 14 years	17.9%
15 to 20 years	11.1%
More than 20 years	22.7%

Note: Percentages for demographic questions are unweighted.

Employment Demographics (continued)

Are you considering leaving your organization within the next year, and if so, why?

Response	%
No	65.4%
Yes, to retire	8.1%
Yes, to take another job within the Federal Government	20.9%
Yes, to take another job outside the Federal Government	2.8%
Yes, other	2.8%

I am planning to retire:

Response	%
Less than 1 year	4.8%
1 year	2.9%
2 years	5.3%
3 years	6.8%
4 years	3.4%
5 years	6.8%
More than 5 years	70.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	8.3%
No	91.7%

Please select the racial category or categories with which you most closely identify.

Response	%
White	61.1%
Black or African American	26.3%
All other races	12.6%

What is your age group?

Response	%
29 years and under	5.4%
30-39 years old	21.7%
40-49 years old	27.1%
50-59 years old	33.0%
60 years or older	12.8%

What is the highest degree or level of education you have completed?

Response	%
Less than High School/ High School Diploma/ GED	--
Certification/ Some College/ Associate's Degree	--
Bachelor's Degree	--
Advanced Degrees (Post Bachelor's Degree)	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	13.7%
No	86.3%

Are you:

Response	%
Male	49.8%
Female	50.2%

Are you transgender?

Response	%
Yes	0.0%
No	100.0%

Which one of the following best represents how you think of yourself?

Response	%
Straight, that is not gay or lesbian	92.0%
Gay or Lesbian	5.0%
Bisexual	--
I use a different term	--

Note: Results are suppressed for each demographic category with fewer than 4 responses.

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.